

94-2353 NJ, NEWARK

06/11/02

FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL
 WASHINGTON D.C. 20210

William W. Gross
 Director

Division of
 Wage Determinations

Wage Determination No.: 1994-2353

Revision No.: 18

Date Of Last Revision: 06/05/2002

State: **New Jersey**Area: **New Jersey** Counties of Essex, **Hudson**, Morris, Sussex, Union

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	11.87
Accounting Clerk II	13.99
Accounting Clerk III	14.18
Accounting Clerk IV	17.35
Court Reporter	17.00
Dispatcher, Motor Vehicle	16.86
Document Preparation Clerk	14.45
Duplicating Machine Operator	13.14
Film/Tape Librarian	15.22
General Clerk I	11.70
General Clerk II	13.09
General Clerk III	14.45
General Clerk IV	18.34
Housing Referral Assistant	19.03
Key Entry Operator I	12.11
Key Entry Operator II	13.03
Messenger (Courier)	11.70
Order Clerk I	12.39
Order Clerk II	16.01
Personnel Assistant (Employment) I	12.97
Personnel Assistant (Employment) II	15.05
Personnel Assistant (Employment) III	17.00
Personnel Assistant (Employment) IV	18.38
Production Control Clerk	18.38
Rental Clerk	15.92
Scheduler, Maintenance	15.54
Secretary I	16.14
Secretary II	19.18
Secretary III	19.92
Secretary IV	22.47
Secretary V	22.76
Service Order Dispatcher	16.82
Stenographer I	17.19
Stenographer II	18.50
Supply Technician	21.39
Survey Worker (Interviewer)	15.85
Switchboard Operator-Receptionist	13.40
Test Examiner	17.53
Test Proctor	17.53
Travel Clerk I	12.64
Travel Clerk II	13.72
Travel Clerk III	14.84
Word Processor I	12.92
Word Processor II	14.50

Word Processor III	16.18
Automatic Data Processing Occupations	
Computer Data Librarian	13.66
Computer Operator I	15.71
Computer Operator II	16.38
Computer Operator III	20.06
Computer Operator IV	22.37
Computer Operator V	24.78
Computer Programmer I (1)	17.88
Computer Programmer II (1)	21.26
Computer Programmer III (1)	26.69
Computer Programmer IV (1)	27.62
Computer Systems Analyst I (1)	24.88
Computer Systems Analyst II (1)	27.62
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	15.05
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	22.38
Automotive Glass Installer	22.49
Automotive Worker	22.49
Electrician, Automotive	22.47
Mobile Equipment Servicer	20.54
Motor Equipment Metal Mechanic	24.46
Motor Equipment Metal Worker	22.49
Motor Vehicle Mechanic	24.48
Motor Vehicle Mechanic Helper	19.81
Motor Vehicle Upholstery Worker	21.52
Motor Vehicle Wrecker	22.49
Painter, Automotive	23.62
Radiator Repair Specialist	22.49
Tire Repairer	17.92
Transmission Repair Specialist	24.63
Food Preparation and Service Occupations	
Baker	12.59
Cook I	11.57
Cook II	12.59
Dishwasher	9.45
Food Service Worker	10.40
Meat Cutter	15.93
Waiter/Waitress	9.98
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	20.95
Furniture Handler	15.93
Furniture Refinisher	20.95
Furniture Refinisher Helper	17.68
Furniture Repairer, Minor	19.20
Upholsterer	20.95
General Services and Support Occupations	
Cleaner, Vehicles	9.45
Elevator Operator	11.57
Gardener	13.95
House Keeping Aid I	11.21
House Keeping Aid II	11.96
Janitor	12.41
Laborer, Grounds Maintenance	12.59
Maid or Houseman	11.21
Pest Controller	14.02
Refuse Collector	11.96
Tractor Operator	14.95
Window Cleaner	12.22
Health Occupations	
Dental Assistant	14.52
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.72
Licensed Practical Nurse I	10.12
Licensed Practical Nurse II	16.18

Licensed Practical Nurse III	18.12
Medical Assistant	12.98
Medical Laboratory Technician	12.98
Medical Record Clerk	12.98
Medical Record Technician	14.85
Nursing Assistant I	7.68
Nursing Assistant II	8.95
Nursing Assistant III	9.92
Nursing Assistant IV	11.11
Pharmacy Technician	12.79
Phlebotomist	11.09
Registered Nurse I	17.99
Registered Nurse II	26.88
Registered Nurse II, Specialist	26.88
Registered Nurse III	32.53
Registered Nurse III, Anesthetist	32.53
Registered Nurse IV	38.87
Information and Arts Occupations	
Audiovisual Librarian	23.59
Exhibits Specialist I	19.56
Exhibits Specialist II	24.16
Exhibits Specialist III	26.28
Illustrator I	16.83
Illustrator II	20.78
Illustrator III	22.61
Librarian	26.65
Library Technician	15.85
Photographer I	19.12
Photographer II	19.35
Photographer III	23.90
Photographer IV	26.00
Photographer V	31.05
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	8.42
Counter Attendant	8.42
Dry Cleaner	10.68
Finisher, Flatwork, Machine	8.42
Presser, Hand	8.42
Presser, Machine, Drycleaning	8.42
Presser, Machine, Shirts	8.42
Presser, Machine, Wearing Apparel, Laundry	8.42
Sewing Machine Operator	11.40
Tailor	12.08
Washer, Machine	9.48
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	18.22
Tool and Die Maker	27.34
Material Handling and Packing Occupations	
Forklift Operator	15.63
Fuel Distribution System Operator	16.97
Material Coordinator	17.74
Material Expediter	17.74
Material Handling Laborer	11.22
Order Filler	12.45
Production Line Worker (Food Processing)	16.77
Shipping Packer	13.34
Shipping/Receiving Clerk	12.89
Stock Clerk (Shelf Stocker; Store Worker II)	14.24
Store Worker I	11.47
Tools and Parts Attendant	18.10
Warehouse Specialist	18.10
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	21.74
Aircraft Mechanic Helper	18.78
Aircraft Quality Control Inspector	26.11

Aircraft Servicer	20.39
Aircraft Worker	21.32
Appliance Mechanic	20.95
Bicycle Repairer	17.92
Cable Splicer	27.96
Carpenter, Maintenance	26.29
Carpet Layer	20.07
Electrician, Maintenance	25.75
Electronics Technician, Maintenance I	15.18
Electronics Technician, Maintenance II	23.05
Electronics Technician, Maintenance III	24.00
Fabric Worker	19.20
Fire Alarm System Mechanic	23.66
Fire Extinguisher Repairer	18.55
Fuel Distribution System Mechanic	23.66
General Maintenance Worker	16.60
Heating, Refrigeration and Air Conditioning Mechanic	23.66
Heavy Equipment Mechanic	23.66
Heavy Equipment Operator	24.62
Instrument Mechanic	23.66
Laborer	12.49
Locksmith	20.95
Machinery Maintenance Mechanic	18.97
Machinist, Maintenance	19.79
Maintenance Trades Helper	14.62
Millwright	23.66
Office Appliance Repairer	20.95
Painter, Aircraft	20.95
Painter, Maintenance	24.09
Pipefitter, Maintenance	23.83
Plumber, Maintenance	20.95
Pneudraulic Systems Mechanic	23.66
Rigger	23.66
Scale Mechanic	20.07
Sheet-Metal Worker, Maintenance	20.87
Small Engine Mechanic	20.07
Telecommunication Mechanic I	23.66
Telecommunication Mechanic II	24.58
Telephone Lineman	23.66
Welder, Combination, Maintenance	18.97
Well Driller	23.66
Woodcraft Worker	23.66
Woodworker	18.55
Miscellaneous Occupations	
Animal Caretaker	10.51
Carnival Equipment Operator	11.85
Carnival Equipment Repairer	12.37
Carnival Worker	10.14
Cashier	9.74
Desk Clerk	11.86
Embalmer	20.00
Lifeguard	10.59
Mortician	22.00
Park Attendant (Aide)	13.34
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	11.86
Recreation Specialist	16.52
Recycling Worker	13.94
Sales Clerk	10.59
School Crossing Guard (Crosswalk Attendant)	10.27
Sport Official	10.59
Survey Party Chief (Chief of Party)	18.93
Surveying Aide	12.55
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	17.21
Swimming Pool Operator	13.85
Vending Machine Attendant	12.12

Vending Machine Repairer	13.85
Vending Machine Repairer Helper	12.12
Personal Needs Occupations	
Child Care Attendant	11.78
Child Care Center Clerk	14.82
Chore Aid	9.69
Homemaker	18.18
Plant and System Operation Occupations	
Boiler Tender	23.66
Sewage Plant Operator	20.95
Stationary Engineer	23.66
Ventilation Equipment Tender	17.68
Water Treatment Plant Operator	20.95
Protective Service Occupations	
Alarm Monitor	14.87
Corrections Officer	22.50
Court Security Officer	23.99
Detention Officer	23.64
Firefighter	24.77
Guard I	10.89
Guard II	14.31
Police Officer	28.67
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	19.16
Hatch Tender	19.16
Line Handler	19.16
Stevedore I	17.74
Stevedore II	19.30
Technical Occupations	
Air Traffic Control Specialist, Center (2)	29.93
Air Traffic Control Specialist, Station (2)	20.64
Air Traffic Control Specialist, Terminal (2)	22.73
Archeological Technician I	17.63
Archeological Technician II	19.81
Archeological Technician III	24.47
Cartographic Technician	22.37
Civil Engineering Technician	23.06
Computer Based Training (CBT) Specialist/ Instructor	27.80
Drafter I	10.77
Drafter II	19.56
Drafter III	19.81
Drafter IV	24.47
Engineering Technician I	15.65
Engineering Technician II	17.60
Engineering Technician III	21.45
Engineering Technician IV	23.37
Engineering Technician V	25.55
Engineering Technician VI	30.52
Environmental Technician	21.65
Flight Simulator/Instructor (Pilot)	27.62
Graphic Artist	21.02
Instructor	23.12
Laboratory Technician	19.85
Mathematical Technician	24.47
Paralegal/Legal Assistant I	17.45
Paralegal/Legal Assistant II	21.79
Paralegal/Legal Assistant III	23.79
Paralegal/Legal Assistant IV	27.36
Photooptics Technician	23.37
Technical Writer	26.25
Unexploded (UXO) Safety Escort	19.02
Unexploded (UXO) Sweep Personnel	19.02
Unexploded Ordnance (UXO) Technician I	19.02
Unexploded Ordnance (UXO) Technician II	23.01
Unexploded Ordnance (UXO) Technician III	27.58

Weather Observer, Combined Upper Air and Surface Programs (3)	18.66
Weather Observer, Senior (3)	20.72
Weather Observer, Upper Air (3)	18.66
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	15.07
Parking and Lot Attendant	8.91
Shuttle Bus Driver	13.32
Taxi Driver	11.02
Truckdriver, Heavy Truck	19.60
Truckdriver, Light Truck	13.32
Truckdriver, Medium Truck	15.19
Truckdriver, Tractor-Trailer	19.60

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.15 an hour or \$86.00 a week or \$372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or success weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 years. Length of includes the whole span of continuous service with the present contractor or success wherever employed, and with the predecessor contractors in the performance of simila at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: **New** Year's Day, Martin Luther Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, L Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor substitute for any of the named holidays another day off with pay in accordance with communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, o professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. rate of basic pay plus a night pay differential amounting to 10 percent of the rate basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a r tour of duty, you will earn a night differential and receive an additional 10% of ba for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours week) and Sunday is part of your regularly scheduled workweek, you are paid at your basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday wo which is not overtime (i.e. occasional work on Sunday outside the normal tour of dut considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees emp in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work su screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, a pyrotechnic compositions such as lead azide, black powder and photoflash powder. Al house activities involving propellants or explosives. Demilitarization, modificatio renovation, demolition, and maintenance operations on sensitive ordnance, explosives incendiary materials. All operations involving regrading and cleaning of artillery

A 4 percent differential is applicable to employees employed in a position that repr a low degree of hazard when working with, or in close proximity to ordnance, (or empl possibly adjacent to) explosives and incendiary materials which involves potential i such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adj work area or equipment being used. All operations involving, unloading, storage, an

hauling of ordnance, explosive, and incendiary ordnance material other than small arm ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differentials.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either the terms of the Government contract, by the employer, by the state or local law, or the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) uniforms is an expense that may not be borne by an employee where such cost reduces hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost to reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (\$0.67 cents per day). However, in those instances where the uniforms furnished are military "wash and wear" materials, may be routinely washed and dried with other personal gear and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE (Standard Form (SF 1444))

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. (See 4.6 (C)(vi)) When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupational classification and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order of priority (classification title), a Federal grade equivalency (FGE) for each proposed

classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report action, together with the agency's recommendations and pertinent information including position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b) Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties required are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is in an established wage determination. Conformances may not be used to artificially combine, or subdivide classifications listed in the wage determination.

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Division of
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Wage Determination No.: 1994-2354
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State: **New Jersey**

Area: **New Jersey** Counties of Essex, **Hudson**, Morris, Sussex, Union

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION TITLE

MINIMUM WAGE RATE

Administrative Support and Clerical Occupations

Accounting Clerk I	11.87
Accounting Clerk II	13.99
Accounting Clerk III	14.18
Accounting Clerk IV	17.35
Court Reporter	17.00
Dispatcher, Motor Vehicle	16.86
Document Preparation Clerk	14.45
Duplicating Machine Operator	13.14
Film/Tape Librarian	15.22
General Clerk I	11.70
General Clerk II	13.09
General Clerk III	14.45
General Clerk IV	18.34
Housing Referral Assistant	19.03
Key Entry Operator I	12.11
Key Entry Operator II	13.03
Messenger (Courier)	11.70
Order Clerk I	12.39
Order Clerk II	16.01
Personnel Assistant (Employment) I	12.97
Personnel Assistant (Employment) II	15.05
Personnel Assistant (Employment) III	17.00
Personnel Assistant (Employment) IV	18.38
Production Control Clerk	18.38
Rental Clerk	15.92
Scheduler, Maintenance	15.54
Secretary I	16.14
Secretary II	19.18
Secretary III	19.92
Secretary IV	22.47
Secretary V	22.76
Service Order Dispatcher	16.82
Stenographer I	17.19
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Supply Technician	21.39
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Switchboard Operator-Receptionist	13.40
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Travel Clerk II	13.72
Travel Clerk III	14.84
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Computer Data Librarian	13.66
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Automotive Worker	22.49
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Cashier	9.74
Desk Clerk	11.86
Embalmer	20.00
Lifeguard	10.59
Mortician	22.00
Park Attendant (Aide)	13.34
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	11.86
Recreation Specialist	16.52
Recycling Worker	13.94
Sales Clerk	10.59
School Crossing Guard (Crosswalk Attendant)	10.27
Sport Official	10.59
Survey Party Chief (Chief of Party)	18.93
Surveying Aide	12.55
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	17.21
Swimming Pool Operator	13.85
Vending Machine Attendant	12.12

Vending Machine Repairer	13.85
Vending Machine Repairer Helper	12.12
Personal Needs Occupations	
Child Care Attendant	11.78
Child Care Center Clerk	14.82
Chore Aid	9.69
Homemaker	18.18
Plant and System Operation Occupations	
Boiler Tender	23.66
Sewage Plant Operator	20.95
Stationary Engineer	23.66
Ventilation Equipment Tender	17.68
Water Treatment Plant Operator	20.95
Protective Service Occupations	
Alarm Monitor	14.87
Corrections Officer	22.50
Court Security Officer	23.99
Detention Officer	23.64
Firefighter	24.77
Guard I	10.89
Guard II	14.31
Police Officer	28.67
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	19.16
Hatch Tender	19.16
Line Handler	19.16
Stevedore I	17.74
Stevedore II	19.30
Technical Occupations	
Air Traffic Control Specialist, Center (2)	29.93
Air Traffic Control Specialist, Station (2)	20.64
Air Traffic Control Specialist, Terminal (2)	22.73
Archeological Technician I	17.63
Archeological Technician II	19.81
Archeological Technician III	24.47
Cartographic Technician	22.37
Civil Engineering Technician	23.06
Computer Based Training (CBT) Specialist/ Instructor	27.80
Drafter I	10.77
Drafter II	19.56
Drafter III	19.81
Drafter IV	24.47
Engineering Technician I	15.65
Engineering Technician II	17.60
Engineering Technician III	21.45
Engineering Technician IV	23.37
Engineering Technician V	25.55
Engineering Technician VI	30.52
Environmental Technician	21.65
Flight Simulator/Instructor (Pilot)	27.62
Graphic Artist	21.02
Instructor	23.12
Laboratory Technician	19.85
Mathematical Technician	24.47
Paralegal/Legal Assistant I	17.45
Paralegal/Legal Assistant II	21.79
Paralegal/Legal Assistant III	23.79
Paralegal/Legal Assistant IV	27.36
Photooptics Technician	23.37
Technical Writer	26.25
Unexploded (UXO) Safety Escort	19.02
Unexploded (UXO) Sweep Personnel	19.02
Unexploded Ordnance (UXO) Technician I	19.02
Unexploded Ordnance (UXO) Technician II	23.01
Unexploded Ordnance (UXO) Technician III	27.58

Weather Observer, Combined Upper Air and Surface Programs (3)	18.66
Weather Observer, Senior (3)	20.72
Weather Observer, Upper Air (3)	18.66
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	15.07
Parking and Lot Attendant	8.91
Shuttle Bus Driver	13.32
Taxi Driver	11.02
Truckdriver, Heavy Truck	19.60
Truckdriver, Light Truck	13.32
Truckdriver, Medium Truck	15.19
Truckdriver, Tractor-Trailer	19.60

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plan, civic and personal leave, severance pay, and savings and thrift plans. Minimum employee contributions costing an average of \$2.56 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or success weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 years. Length of includes the whole span of continuous service with the present contractor or success wherever employed, and with the predecessor contractors in the performance of similar at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: **New Year's Day**, Martin Luther Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor substitute for any of the named holidays another day off with pay in accordance with communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. rate of basic pay plus a night pay differential amounting to 10 percent of the rate basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employee (40 hours week) and Sunday is part of your regularly scheduled workweek, you are paid at your basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, drying, mixing, and pressing of sensitive ordnance, explosives, a pyrotechnic compositions such as lead azide, black powder and photoflash powder. All house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives incendiary materials. All operations involving regrading and cleaning of artillery

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employee possibly adjacent to) explosives and incendiary materials which involves potential injury

such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arm ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differentials.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either the terms of the Government contract, by the employer, by the state or local law, or the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) uniforms is an expense that may not be borne by an employee where such cost reduces hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (\$0.67 cents per day). However, in those instances where the uniforms furnished are "wash and wear" materials, may be routinely washed and dried with other personal gear and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid monetary wages and furnished the fringe benefits as are determined. Such conformance process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupational classification and computes a proposed rate).

2) After contract award, the contractor prepares a written report listing in order p classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report action, together with the agency's recommendations and pertinent information including position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b) Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties required are not performed by a classification already listed in the wage determination. Remember it is not the job title, but the required tasks that determine whether a class is in an established wage determination. Conformances may not be used to artificially combine, or subdivide classifications listed in the wage determination.